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MCCORD, JAMES W. . JR

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Mr. James W. McCord, Jr. 7 Finder Court
Rockville, Maryland 20850

Done June

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

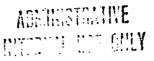
May I express to you my approciation and extend my best wishes for the years ahead.

Sinceroly.

Richard Helma Director

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31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT :. Retirement - James W. McCord, Jr.

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Francis G. Monan

Chief, Retirement Affairs Division

ADMINISTRATIVE NTERVAL CER ONLY

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ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH

1 Deputy Director for Support

THROUGH

: Director of Security

SUBJECT

: Certificate of Distinction

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Eaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

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I he	reby acknowledge the receipt of the following forms and/or information concerning my ration from CIA as indicated by check mark:
· · · · · · · · · · · · · · · · · · ·	1. Stand: d Form 8 (Notice to Federal Employee about Unemployment Compensation).
/	2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).
	3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).
	4. Standard Form 2802 (Application for Refund of Retirement Deductions).
/	5. Form 2595 (Authorization for Disposition of Paychecks).
(4)	 Applicable to returnee (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. Appointment arranged with Office of Medical Services. Appointment for Office of Medical Services examination declined.
	7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.
	8. Form 71 (Application for Leave).
	9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).
1	O. Instructions for returning to duty from Extended Leave or Active Military Service.
\cap	e of Employee Date Signed
	our Willer of Cours 3, 70
	(Street, City, State, Eip Code) Correspondence
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Substitute S

1 - AHG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH

: Head of SS Career Service

SUBJECT

: Notification of Approval of involuntary Retirement

- 1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.
- 2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.
- 3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave your if that amount is more than 30 days.

10/ lacore S. Mattrea

Robert S. Wattlee Director of Personnel

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(10 Aug 70)

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20. JUL 19/U

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH

: Chief, Administration and Training Staff, OS

SUBJECT

: Summary of Agency Employment - James W.

McCord, Jr. ..

REFERENCE

: Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970,

Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for

Mr. James W. McCord, Jr., who is retiring 31 August 1970.

Depaty Director of Security (PTOS)

SECRET

SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22
August 1951 and continued through-31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring immitative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1963, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRE

Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

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Mr. James W. McCord, Jr. 7 Winder Court Rockville, Maryland 20850

Cear Jims

As you bring to a close more than twenty-five years of service to your country, I-want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Yoderal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

Richard Helma Director

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MEMORANDUM FOR : Director of Central Intelligence

SUBJECT

t Recommendation for involuntary Retirement -Mr. James B. McCord. Jr.

REFERENCE

- Hamorandum for hir. James W. McCord, Jr. from Director of Security dated 30 June 1970, same subject
- i. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.
- 2. Mr. James W. McCord, Jr., CS-15, Physical Security Officer, Cifice of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which hir. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.
- 3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for inveluntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.
- 4. R is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

Robert S. Wattles Director of Personnel

181 Below S. Walter

The recommendation contained in paragraph 4 is approved:

. . . Jsl. Richard Helms

8 AUG 1970

Director of Central Intelligence

Date

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MC CORD. James 6 😥

(1/2021/20)

William Age

10 March 1969

MENORALDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flavless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well denei

Richard Helms Director

oc: Asting Executive Director

SECRET Janes Mc Cord

10 March 1969,

MEMORANDUM FOR:

DD/PTOS

Security Support During President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nizon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, Bill Wilkinson and Jim Greene for the work they did in planning our role in the ceremonies. Equally impressive was the performance of Hollis Whitaker and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.

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TREASURY DEPARTMENT UNITÉD 2000 ÉS SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

Er. Neward J. Osbern Director of Scourity Central Intelligence Agency Washington, D. C.

Dear Mr. Osborn:

P. B. Aug.

This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Plocida.

I would particularly like to commend James W. McCord and the following members of his division:

George Schwegman Carroll Helkerson.

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,

Thomas J. Wiley Assistant Director

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CONFIDENTIAL



NATIONAL COMMUNICATIONS SYSTEM

OFFICE OF THE MANAGER WASHINGTON, D.G. 20305

IN REPLY REFER TO:

2 1 NOV 1957

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967; Messrs. James McCord, William Flannery, and William Marcy of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of sudio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to: Mr. Georgia I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

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NATIONAL SUCCESSIVE AGENCY Office of The Director Fort George G. Mersie, Maryland, 20755

12 August 1967

DOS 67. 416

Honorable Richard M. Helms Director of Central Intelligence Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osbern and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. Frank Farrell, James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,

30

MARSHALL S. CARTER Lieutenant General, U. S. Army Director

8 Marub 1966

MEMORANDUM FOR: Mr. Jenes V. McCord, Jr.

THROUGH

Head of BS Career Service

SUBJECT

Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

- 1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.
- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your factor that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you sare not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination—made in your case may have been incomplete or inaccurate regarding your actual above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Head-you have regarding your eligibility, you may request that your case be formally the date of this memorandum.

Emmett D. Echols

Director ? Personnel

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20 July 1965

MEMORANDUM FOR: Chief, A&TS

SUBJECT

(McCORD, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

> James W. McCord, Jr. Chief, Technical Division

Attachment:
As Stated Above

SECRET





July 7, 1965

Mr. James W. McCord, Air War College Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Fxamination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations:

Very truly yours,

Chines & Beau.

for Grover L. Angel

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cc: CGS File Registrar # 183595

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R.W. White

23 Sertember 1954

Joseph B. Reff

Military Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.

- 2. Travel for the above subject is sponsored by the CENTRAL LETELLIGENCE AGENCY. Housing accommodations are avaliable.
- 3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738
Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee Destination: Frenkfurt Duration in Germany: 2yrs.
Date of entry: 30 September 1954

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Director of Personnel Department of Justice-F.B.I. Washington, D. C.

17 September 1951

DAGE

In accordance with the requirements of the Sederal Personnel Marual, it is requested that the Official Forcouncil Folder and Leave Record of:

WEL:

MCCORD, James Walter, Jr.

DAB :

26 Jan. 1924

PRETICUOLI EMILOTED IN:

Department of Justice-P.B.I.

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LOCATION

Washington, D. C.

DATES OF SHIPLOTHERY

: October 1948 to February 1951

Be forwarded to:

Mr. R. B. J. Hopking Chief, Personnel Civinien Central Intelligence Agency 2430 E Street, H. W. Whehington 25, D. C.

Barrier banks

COUPIDENTIAL

22 August 1951

matical appearing on my Personal Mistory Statement dated 3 May 1951 is still execurate and correct, except as follows: No corrections

However an addition my be m de to the education section inesmuch as one summer semester in evening Law School, Lincols University, O k-lend, Calif., was completed since the date of the application. This semester began 4 June 1991 and ended 10 August 1991.

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2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Tolunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Reserve Order from Reserve Order from the Volunteer Air Reserve to

the Organized Reserve with a motilization essignment with the 19th District (I. Travis AFB, California. () litery Status Questions irre)

8.00 Pacific Avenue Chameda, California July 20, 1951

Er. Joseph B. Ragen Chica, Forsomel Procurement Central Intellitance Agency 21:30 F Street, N. V. Mashington, D. C.

Doar Er. Ragan:

Molerence is made to your letter dated Juno h. 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to me. Should your organization be in a position to indicate whother favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that-regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, an willing to accept an assignment either oversons or in this country at your discretion, and at the starting salary you believe commonsurate with my past emperience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

. Water McGord Jr James salter Second, Jr.

REQUEST FOR SECURATY CLEARA

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.Nr. James W. NeCord, Jr. 820 Pacific Avenue Alameda, Galifornia

Dear Mr. McCords

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement

Pool

Hr. Jemes Walter McCord, Jr. 22. Facific Avome Almeda, California

Door Mr. McCord!

Thenk you for your recent application for employment is our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size processes of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement Enclosures (9)

RESTRICTED

SECRECY AGREEMENT

- 2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Control Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.
- 3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this cath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.
- 6. I take this obligation freely, without any mental reservation or purpose of evasion.

	In	witness	whereof	I	have	set	my	hand	and	seal	this	day	of		_19
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d20 Pacific Avenue alameda, California April 13, 19:1

Director Control Intelligence Agency Washington, D. C.

Doar Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a dadio Technician. I hold a completion in the U.S. Air force Reserve, and have held an assignment as Intelligence Officer in a Asserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Invelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1950. My ago is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Vory truly yours

James Wathe 185 Garl, Ja.
James Walter McCord, Jr.

Handle With Care

WATERGATE FILE REVIEW FLAG

SUBJECT:	McCORD.	James			- .		
FILE NO:	58124		DATE	FLAGGED:_	2/1	April .197	4

above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000

Action Pavinging File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE OF THE DEPUTY DIRECTOR OF SECURITY.

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SECRET	•
NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP	20 Jul 64
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CHIEF, OPERATING COMPONENT (For Action) 08	McCORD, JAMES W, Jr
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Effective 11 Jun 64	
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8 March 1961

Pile No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division

Cifice of Personnel

SUBJECT : Mecced, James W.

1. Cover arrangements arrangements have been completed for the above-named Subject. TOY

2. Effective 11 Mar - 27 March 61 it is requested that your records be properly blocked nonparad to deny animalectar Subject's current Agency employment to an external inquirer.

DOMESTIC DESCRIPTION OF THE PROPERTY OF THE PARTY OF THE

Acting Chief Central Sover Group

SSD/OS

SECRET

15 18 El

Hr. James W. McCord, Jr. 7 Winder Court Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to use.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

Carroll A. Duchay Personnel Officer

Enclosures: Questionnaire Return Envelope

Distribution:

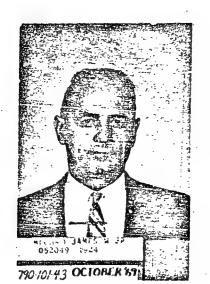
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DRIVER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 GCTDEFR 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 23 DECEMBER 1969

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-CCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

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1	aesepence	30. BETIPEME 1 - COC 3 - FICE 5 - hone	75013 17 8474 1034	PI. SEPARATION PATA CUBE 38. CAREER CAT	Code	26 24 (ANCELLATION BOTA)	BASE OF GROPE	t 33. SECURITY 38. SEE				
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RZR: 23 JUL 65

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

65457			Per A	nnum	Rate	s and	Steps			
GRADE	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680		3,930					4,555	4,680	
GS- 3	4,005	4,140	4,275	4,410			4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780		5,080	5,230	5,380	5,530	5,680	
GS- 5	5,000	5,165	5,330		5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	3,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710		9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535		10,125				11,305
GS-12		10,605								
GS-13										
GS-14										
GS-15										21,590
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GS-17	21,445	22,195	22,945	23,695	24,445					
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IN ACCOPDANCE WITH THE PROVISIONS OF PURLIC GAM 87-793 AND DOI MEMORANIUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FULLOWS, EFFECTIVE, 5 JANUARY 1964.

NAME SERIAL ORGN FUNDS 3R-ST SALARY SALARY
MCCORD JAMES # JP 058124 44 400 CF GS 15 4 \$16:005 \$17:210

). Serial No	-	2.	Name) <u>.</u>	Cost Center	Number	4.	IWOP	Hours
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IN ACCORDANCE WITH THE PRO ISIONS OF PUBLIC LA BY - 79% AND DOLLMENDRANCH DATED I AUGUST 1086 . SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 14 OCTOBER 1942

NAME SERIAL ORGIN FUNDS GRUST SALARY GRUST SALARY
MCCORD JAMES H JR DEB124 54460 OF 15 3 \$14380 15 3 \$15525

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FULLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY. NEW SALARY
SS MCCORD JAMES W JR 158124 31 12 GS-15 1 \$12,770 \$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET

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058124 MCCORD JAMES	S W JR	•	
REASSIGNMENT AND TRANS	SFER	05 27, 62	REGULAR
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Use Previous Edition SECRET

44-511

NOTIFICATION OF PERSONNEL ACTION JECAN LUNC 57 1. Serial Na 7... Name (Last-First-Middle) 158124 MCCORD JAMES W JR 8 CSC Permt. V. CSC Or Other Legal Authority Yes. 1 Code No . 2 1 50 USCA 403 J

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DOS OFFICE OF SECURITY SECURITY RESEARCH STAFF DIFFICE OF THE CHIEF	3112	WASH., D.C.	75013
16. Dept Fund - 17. Position Title Dept 2	·	18. Peption No. 11	9. Serv. 90. Occup. Series
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PRESENT ASSIGNMENT

1. Organization	ai Designations		Code	32. Location Of Official States)n	Station Code
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1. Serial No.	9. Name (Latt-Fil	n-Middle)		3. Date CA Birth	4. 70. Feet. 19	Sox 16. Co-805
158124	MCCCCD MAN		· .	Mo. Du. Ye.	SELT CINO	Mr. Da. Ye.
7. SC5	MCCORD JAME B CSC Forms, 19	SW JR	Legal Authority	01 26 24 10. April Alfriday,	10 2-2 1	1 08 22 51
Mo. Da. Y	Yes 1 Code	O USCA 403			Yes 1 Code Mo.	
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14. Organizatio	nal Designations		Code .	15. Location Cf C	Micial Station	Station Code
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27. Nature Of A	ction			99. Type Of Employ	00	Code 30. Separation Day
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31. Organizationa	Il Designations		Code	39. Location Of Off	icial Sussan	Storion Coca
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12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY
MCCORD JAMES W JR 158124 GS-14-2 \$10.535 \$11.595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

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U.S. CIVIL SEVELE COMPISSION

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CENTRAL INTELLIGENCE AGENT

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CENTRAL INTELLIGENCE AGENCY

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STANDARD FORM 50

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CENTRAL INTELLIGENCE AG. ...Y

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ENTRAL INTELLIGENCE AGE C

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STANDARD FORM 50

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U.S. CIVIL SERVICE COMMISSION

CHAPTER DE, FEELERAL PERSONNEL MANUAL

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JENTRAL INTELLIGENCE AG. HC

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SECRET - SECURITY INFORMATION

Inspection & Security Office

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feek, Bert E.	Inv. Gen.	GS-12	T179 4C	Inv. Cen.	CS-1810-13	T328 - 12
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FERMAN, Kary Margaret	Clark(Stenography)	G3-301-4	T185.01-4
GAVRILOVICH, Gloria A.	Clerk(Stenographer)	GS-312 -L	т186
SAN FRANCISCO FIELD OFFIC	<u>e</u>		
HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
SULJAN, William J.	Investigator(Gen)	65-1810-12	T189-12
INCH, William G.	Investigator(Gen)	GS-1819-12	T189.01-12
FEARS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	T189.02-11
URTON, Jack S.	Investigator(Gen)	6 S- 1310 -12	T190
ARRIS, Jack A.	Investigator(Gen)	GS-1810-11	7120.01-11
AVILAND, Glenn A.	Investigator(Gen)	G S-1 810-11	T190.02-11
CORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
EK, Bert B., Jr.	Investigator(Gen)	GS-1810-11	7190.0li-11
TITH, Ernest P.	. Investigator(Gen)	GS-1810-12	1190.05
LEATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
DEM, John S.	Investigator(Gen)	6 S-1 810-11	T191.01
LLIVAN, Thomas V.	Investigator(en)	CS-1810-9	T191.02-9
VICK, Edward J.	Investigator(Gen)	6 5-1 81 0- 9	T191.03-9
MNOPS, Donald O.	Investigator(Gen)	GS-1810-7	T191.04-7
SERT, Annie	Adn. Assistant	GS-301-5	T192-5
IAGE, Margaret K.	Clerk	GS-301-5	T193-5
STEENERG, Charlotte	Secretary(Steno)	GS-318-5	т194

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24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT

: McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

- 1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief. Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.
- 2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
- 3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
- 4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very

No Kirk Will

principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

Deputy Director of Security (PTOS)

Noted by Employee:

Reviewed By:

Director of Security

Date

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MEMORANDUM FOR: Director of Security

SUBJECT

: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

- 1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.
- 2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.
- 3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced physical security equipment and techniques to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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- 4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.
- 5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.
- 6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.
- 7. I anticipate this employee will continue to absorb know-ledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell

Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord, Jr.

11 agril

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SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124 Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:

Howard J. Osborn Director of Squrity 2 1 APR 1969

Date

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NARRATIVE COMMENTS

performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on larguage competence, if required for current position. Amplify or explain ratings from in Section B to provide best determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McGord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly

ECTION D		(Continued)
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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124 Reporting Period 1 April 1967 - 31 March 1968 Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.

Ermal P. Geiss

Deputy Director of Security (PTOS)

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SECTION C

NARRATIVE COMMENTS

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization - a difficult task because of the extensive amount of world-wide travel demanded from his subordinate This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursual of a technique having great promise in the audio countermeasures field,

Mr. McCord's performance of his linison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

SECTION D		(Continued)
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McCORD, James W., Jr. - Serial #058124 Annual Fitness Report 15 January 1266 - 31 March 1967

SECTION C. (Continued)

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While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance. I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and man-

opinion, from a very proficient job.

SECTION D	CERTIFICATION AND CO	O'MENTS
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FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with Mr. Winters' evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the countermeasures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

Date

Official Title of Reviewing Official

31 March 1966

Director of Security

Typed Name and Signature

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McCORD, James W., Jr. 6. OFFICIAL POSITION TITLE SCCURITY OFFICE 9. CHECK (X) TYPE OF APPOINTMENT CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER PROVISIONAL (See instructions - Section C) SPECIAL (Specify): 11. DATE REPORT DUE IN O.P. 30 April 1965 SECTION B Performance ranges from whally inadequate to all positive remedial action. The mature of the action probation, to reassignment or as separation. Desprobation, to reassignment or as separation.	OS/EXEC Staff 10. CHECK (X) TYPE OF REPORT INITIAL REASSIGNME X ANNUAL SPECIAL (Specify): 12. REPORTING PERIOD (From- to-) 1 April 196.1 - 31 March 1965 EVALUATION ightly less than satisfactory. A rating in this cate on could range from counselling, to further training, scribe action taken or proposed in Section C. ly satisfactory and is characterized neither by define the second of the work and in comparison to the performance. Countries Countries The rating period. Insert rating lesses which have the rating period.	ENT SUPERV ENT EMPLO egory requir to placing liciency nor ormance of doscribes the
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OVERALL PERFORMANCE IN	CURRENT POSITION	
into account everything about the employee which influences his once of specific duties, productivity, conduct on job, cooperativity interestions or tolerats. Based on your basedogs of employe the latter in the rating base deresponding to the statement which in the factors.	effectiveness in his current position such as per-	RATING

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CTION C	NARRATIVE COMMENTS
	TOUR COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain happayerives in Section B to provide best basis for determining future personnel action. Manner of performance of managerial diffusivisory described in described, if applicable.

Since 10 August 1964, Mr. McCord has been fursiled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D	CERTIFICATION AND COMMENTS
1	BY EMPLOYEE
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
•	
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
OUDER MI SONE MAISION	Mr. McCord will be advised that he has not been rated for
	this period.
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTE DANA THE SIGNATURE
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30 May 45	Asst. Den Dir of Sec (PRS)
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30 March 1965	Director of Security Howard Osboth
	SECRET

17 March 1964

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MEMORANDUM FOR: Director of Personnel

SUBJECT

Fitness Report - James W. McCord, Jr. DOB: 24 Jan 1924, Male, GS-15, SS German Station, Career, Annual Report (1 April 1963 - 31 March 1964)

James W. McCord, Jr. GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

- His duties were as follow:
- a. Security policy advisor to COS and its senior Station and Base officers.
- b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel
- c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
- d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
- e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
- f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.
- 3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

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GROUP 1-Excluded from automatic downgrading and declassification

12 APR 196

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.



Rend:

/s/ James W. McCord, Jr.

Reviewer's Comments;
McCord

I agree that the is a very strong security officer.

He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

/s/ Wendell Little

ALM

28 March 1963

MEMORANDUM FOR: Direct

Director of Personnel

SUBJECT

Fitness Report (June 1962 - March 1963)

JAMLS W. MCCORD

- GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
 - 2. His duties were as follows:
 - a. Security policy advisor to COS and its senior Station and Base officers.
 - b. Supervised nine professional and four clerical employees of the Security Branch.
 - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the
 - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
 - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
 - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and MCCOOD
- and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do

. I would rate

1 5 MAY 1963

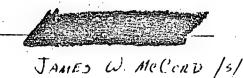
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4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M. KElly 15/



READ:



(DATE)

REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

WEADELL Little /s/





1 8 MAY 1962

SUBJECT:

James W. McCord, Jr.

Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinater of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

Paul F. Gaynor

Chief/SRS/OS

Read by: Jani-75K (ord Date: 18/10, 62

Reviewed by: Styles Sound Date: 18/10, 62

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SUBJECT:

James W. McCord, Jr. Annual Fitness Report - 1 April 1960 - 31 March 1961

ESCHERANT ENG

During the reporting period, Mr. McCord on various occasions has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sonsitive security matter involving investigative representatives from all members of the U.S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

Paul F. Gayner Chief/SRS/OS

Read by: Jenn Combile	-		
Reviewed by: States 5 5000	Date: _	19.000	1961

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J.B

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SUBJECT: James F. McCord, Jr. Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U.S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaymor Chief/SRS/OS

Read by: Date: 4/3 7/1.

Reviewed by Sex ne Es Date 4/27/60

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During the past year Mr. McCord has shown superior supervised and deganizational ability. During July and August he personally organized and supervised a miljor fig project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project was approcessfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planued for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

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SECTION F		
I.	CERTIFICATION AND CO	OMMENTS
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SECTION	F.	CERTIFICATION
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OFFICE OF PERSONS INDICATE THE APPROXIMATE NUMBER OF MONTHS THE HATED CAPLOTEE HAS BEEN UNDER YOUR SUPERVISION 36 Mr. McCord has a good educational background, well rounded personality, which CONVENTS CONCERNING PUTENTIAL Mr. Ectord has a good educational ability and further experience should equip him for a senior position in this Agency.

MAIL ROOM SECTION N. FUTURE PLANS TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years. McCord wishes to continue his study of Russian. 2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTRNCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words isterally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. MAYE NOT OBSERVED THIS: MENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIOUS APPLIES TO THE INDIVIOUS TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE B - APPLIES TO INDIVIOUAL TO AN OUTSTANDING DEGREE CATEGORY STATEMENT CATE SCAY STATEMENT STATEMENT 1. ablt to see another's 4 5 ACCOMPLISHMENT 4 \$1045 BITH 4550CHATES 2. Can made decisions de mi 5 5 IZ. Smoos usicimality imprimiers accisions ech SARDLESS OF GRA FIELINGS 2. #49 :#17:41:46 5 5 5 5 d. Aces78 418 Essans 5 5. 6101969 (49318874 * *** 5 erbranes once to queta. 4 23. BIBPLACE JUBBENERS h 5 170000 0177000 5 \$2. 10 vangerien h 4 1 5 Ç #\$615175755 \$00570 \$7384. 1.40 07 0.0 035124 5 SECRET

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prak Ti mont toterf to be, hold s comple	HE SCHERVES and person employee, completed and complete red and to	IRATIVE OFFICEN: Consult current instructions for completing this report. OK. This report is a privileged communication to your experience, and to appropriate career manual officials concerning the intential of the employee herographed. It is 201 to be shown to into accommended that you read the entire report before completing any question. This report only-afterative employee-has-been undersyour-supervision FW-LT-LFAST-90 LAVE. If less than 90 days after the 90 days has elevated. If this is the INTIAL PAST-OF in the employee, however, it MONT manifold to the OF no later than 30 days after the due date andicated in item 8 of Section "Evidence".
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	ruat 195	6 Paul Gaynor Jul Haynor Chief, Security Research Sta
ECTION		ESTIMATE OF POTENTAL
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<u>.</u>	FITHESS REPORT
	The Fitness Report is an impurious factor in agency personnel management. It soft provides 1. The agency selection board with information of value when innesidents to the factor of an individual for membership in the career services and 2. A personnel record of jub performance as an aid to the offertive utility on of personnel. INSTRUCTIONS
to end	THE AIMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation
dire nee your	THE SUPERVISOR: Read the entire form before alterniting in complete any item. As the supervisor sho seeing, etc. and review the with of the individual, you have primary responsibility for evaluating his elevatine, easy easy and another job effectiveness as revealed by his day-to-day activities. If this individual has been under a supervision for less than 10 days, you will collaborate with his appropriate supervisor to ask ourse the report accorded and complete. Primary responsibility reals with the cuffent expertisor. If it estimates they expended the private undervisor that the provision of the second point individual has been under your supervision, you have discharged rater autifuly responsable to private undervisor and the private undervisor that the private undervisor and the entire of the private undervisor and the private undervisor and the private undervisor and the private undervisor and the entire of the private undervisor and the private un
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	DATE THAT THIS REPORT IS DUE 13. PERIOD COVERED BY THIS REPORT (Inclusive dates)
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	hief, External Branch, Security Research Staff 1 January 1955
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0 di <u>r</u> e	s Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results f investigations, conducted and directed detailed research on CI problems; conucted interrogations and interviews on all phases of CI activity; wrote detailed eports on CI cases; supervised activities of SRS employees assigned to External ranch.
	BEAD THE ENTIRE FORM REPORE ANTIPOPTING TO COMPLETE ANY ITEM
:	SECTION 111
isove (fenced peri	ify that, during the fatter half of the period covered by this report, I have discussed with the rated indi- the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I be- that his understanding of my evaluation of his performance is consistent with my evaluation of him as ari- by this fitness report and I have intermed him of his attengths, weaknesses, and on-the-job effectiveness. formance during the report period has been unselisfactory, there is atteched a copy of the memorandum note- his of unselisfactory performance.
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I DOSA NOT ACCOUNT OF THE	person's attitude toward the egency,
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E. BARELY ADEQUATE IN PERFORMANCE! ALTHOUGH HE	COPPORTATION
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L 4. PERFORMS OUTLES IN A TYPICALLY COMPETENT.	3. TINGS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
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9. A FINE PERFORMANCE, CARRIES OUT WAYS OF HIS RESPONSIBILITIES EXCEPTIONALLY RELL.	4. WIT ATTITUDE TOWARD THE ACCOUNT IS EMPLOYED THE
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and type of assignment, how would you rate him on patentiality for assumption of greater responsibili- tion number.	person in adding your retine ability and recourt inter-
tion normally indicated by promotion.	TOTAL TO THE 188 BEFFEURAL CHARACTERS
	Abbits, and special defects or talents.
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SECURITY INFORMATION

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SECRET SECURITY INFORMATION

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Yes, he has definite promise of f	uture increased responsibilities.
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SECURITY INFORMATION

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

Consult current Administrative instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would-like to have it receive from your Supervisor and the Reviewing Official, with respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

- Instruction to the Supervisor and the Seviewing Official
 - As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his cajob-by-job and day-by-day basis are use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and bilities for further development is his present assignment and nis potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.
 - b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not nesitate to refer to these or similar traits in your comments, which should be terse and precise.

DEPENDABILITY ACCURACY SECURITY CONSCIOUSNESS INITIATIVE

RESOURCEFULNESS STABILITY UNDER PRESSURE ABILITY TO GRIAIN RESULTS JUEGMENT LEAGERSHIP

- In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:
 - (1) Base your judgment on
 - that you have observed the individual do or fail to do. Typical performance as well as critical incidents. Examples relevant to the duties under consideration.
 - (2) Different standards prevail in different assignments, Every effort should be made to arrive at a just estimate of the qualities of the inquidual as demonstrated during the report period. Avoid maggeratures, They dottoot from the value of the report and are unfair to others.
 - (3) BIASED OPINICAS: BASED ON PERSONAL LINES AND DISCINES MUST BE SCRUPULOUSLY AUDIDED. IT SHOULD BE BONNE IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPLOTANT RESIDENTIALLY OF ALL SUPERMISONS THE POSITION HE HOLDS.
- A FRANK DISCUSSION RETHER SUPERVISOR AND INSTRIBULE CONCERNING THIS REPORT IS RECESSARY IN ORDER TO ASSIST IN THE DE-ELOPMENT AND BEST USE OF EMEMO INDICAL'S CAPABILITIES.

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O. a. Deliver forms to person to be evaluated.				_
b. Offer advice and assistance.	Supervisor			
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D. Attach warning memo, if required				1
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Explain, why, and haw, if an aerial or marine aperation, describe type and position of craft, tree position of individual, and all unusual circumstances.

Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Gire complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C, include dates of ausyament and relief; What did the Individual do that means the award? Why was this outstanding when recognized to other of like grad, and experience in similar, positions, or, circumstances?—If expressions, include production records and assistance renewed by other persons or units. What obstacles were encountered or are come? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation of early on file which

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 19 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, everseen security support, audio countermeasures and physical security fields within the Security Coreor Service.

During his early years of employment when assigned to the See Francisco Field Office. Office of beensity, regust 1.51 to May 1.53, Mr. McCord assisted in the covert entry and processing through rustoms of operational personnel from the Far hast arose and performed safehouse duties and related tasks designed to ensure the protection and cover of such personnel.

When serving with the Segurity Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sonsitive intelligence source material resulting in the reconstruction of Soviet explange networks and resolving operational and security leads affecting both the British and United States Coveraments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1957 and dating back into the 1930's, were reconstructed. B. tween 1955 and 1969, Mr. McCord was involved in contacting, developing and debricing these identified and available

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Section-D-Continuod---James Walter McCord, Jr.

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognised leader among Government departments in this area of activity. This leadership is evidenced by the

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Er. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating hostile audio devices implanted in office appurtenances and wails of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief. Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, these of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Comuland Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

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Section D Continued - James Walter NcCord, Jr.

Agency career is a record of austained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

Mr. James W. McCord, Jr. Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both domestic and foreign, Mr. McCord displayed remarkable imagination, ingenuity and effectiveness in the performance of his assigned tasks. His sustained superior performance of duty of high value over the years leaves a marked contribution to the overall mission of the Office of Security and the Agency, particularly in the areas of physical and technical security.

MEMORANDUM FOR: Director of Security

SUBJECT

: Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

Buckley, Robert
Carrico, H. Clifton
Elliott, Robert N.
Farreil, Francis M.
Fennessey, Robert E.
Geiss, Ermal P.
Good, Charles B.
Green, James P.
Griffin, Robert B.
Hayes, Robert J.
Herlihy, John F.

Kane, Edward J.
King, Joseph F.
Mantoni, Rudolfo
- McCord, James W., Jr.
McGinn, John B.
O'Connell, James P.
Parr, Laurence
Petit, Alan F.
Sullivan, Arthur H.
Todd, Orin H.

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman Deputy Director for Support

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MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase -James McCord

- 1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was offective 28 August 1966.
- 2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

Distribution:

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4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION

Chief, Placement Division

SUBJECT

McCORD, James W., Jr. #058124

Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley

Secretary

Security Career Service Board

Attachment

020Per

MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT

14 00000

: Quality Step Increase for Mr. James W. McCord, Jr.

- 1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.
- 2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization—a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.
- 3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
- 4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

James P. O'Connell

Deputy Director of Security (PTOS)

SLULET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE -FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM.

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

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COMPIDENTIAL (When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-, Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated August 1962.

Signature

JANES W MC COLD

CONFICENTIAL (When Filled In)

CCNFIDENTIAL (When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 23-28 April 1967

Student : James W. McCord, Jr.

: OS

Year of Birth: 1924

Service Designation 'SS

Grade

: 15

No. of Students

: 46

EOD Date : A

: August 1951

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

17 NA

Chief Instructor

Date

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MEMORANDUM FOR: Deputy Director of Security for Physical,

Technical & Overseas Security

ATTENTION

: Chief, Technical Security Division

SUBJECT

: Security Presentation - Support Course

1. The Office of Security presentation at the Warrenton Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters. Commanding Officer, WTC, has informed me of a number of superlative comments by those in attendance.

- 2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.
- 3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.
- 4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messra. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.

MOO

Howard J. Ceborn (Director of Security

cc: Official Personnel Files

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TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

ons 67.0342

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rowley

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this in recognition of jobs well done.

I would like to add my congratulations and appreciation to you and all of the members of your staff for your fine efforts which contributed to the successful completion of the President's trip.

> R. L. Bannerman Deputy Director for Support

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Experience in the handling of employee emergencies has shown that the absence of certain personnel duta often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances with 4111. INDICATE NAME AND ADDRESS, OF ANY BANKING INSTITUTIONS BITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED. Back of Prive Willow, bringfill Va - as wanted of wife west ARE YOU A MEMBER OF THE NORTHWEST PEDERAL CREDIT UNION? ESTER ES NO HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? TES MO. (If "Yes" where to decement located") Conding.

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TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

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September 19, 1959

Director Compret Inhallingnes Agency Pashingson, b.G.

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CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley Director Contract of the Contract of th

DD/S 65-3078

27 SEP 1885

MEMORANDUM FOR: Director of Scourity

SUBJECT

: Commendation

in which he expressed deep appropriation for the excellent and deficated assistance rendered to the U.S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.

2. I appreciate very much this kind of performance which reflects of so, a wife the Agency and I compliment you and your staff for another job well to be.

A. I. Lunce round Deputy Director for Support

Phi: Letter dol 13 Sept 66 to DCI in Mr. Rowley, subj. Appropriation

S 0 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase - James McCord

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

Emmett D. Echole
Director of Personnel

Distribution:

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1 9 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION

: Chief, Placement Division

SUBJECT

: McCORD, James W., Jr. #058124

Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Evest I. Hardl

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment

APPROVED

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SECRET

28 JUN 1988

MEMORANDUM FOR: Director of Security

SUBJECT

Quality Step Increase James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

- 2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.
- 3. For the past year, Mr. McCord has been serving as Chief, Technical Division.
- 4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.

Ermal P. Geiss
Deputy Director of Security (PTOS)

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SECRET (When Filled In) Section D Narrative Description Award for Heroic Action of Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally espected. Esplain, why, and how. It an cerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignscription of administrative, technical, or postessional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other per sons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation, From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Alan F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermensures Program. Experimentation during these months indicated that X-ray combined with a fluorescopic screen had distinct advantages in terms of time and effort over the considerably more expensive X-ray film and processor. Along with this, they designed an innovation in the form of a fluoroscopic cloth which has the distinct advantage of flexibility over the fluorescent screens currently available on the commorcial market. The combination of the X-ray and the fluorescent cloth make it possible to rapidly scan in "real time" large wall surfaces and furnishings, a capability the Agency has not had before. The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attache cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses. These men have shown initiative, ingenuity and great imagination in the application of fluoroscopic scanning with X-ray. This technique, much of which required many off-duty hours to develop has greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically AI. ENCLOSURES (List individually) If arginator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts. z, 3. 42. RECOMMENDATION INITIATED BY 43. TITLE AND SIGNATURE OF OFFICIAL MAKING 44. DATE ERMAL P. GEISS 2 2 JUN 1366 Ermal P. Geiss Deputy Director of Security (PTOS) Section E Recommendation Forwarded Through Officials Concerned For Their Information TITLE AND SIGNATURE

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S-E-C-R-E-T (When filled in)

MEMORANDU	M FOR: Chief, Transactions & Records Branch/OP
FROM:	Chief, External Training Econom/RS/TR
SUBJECT:	Completion of External Training 16709
This is to request # <u>R-1</u> :	advise you that <u>McCORD, James W. Jr.</u> training 2340 attended the following external training program:
COURSE:	Air War College Program
INSTITUTION:	Air War College
DATE:	7 August 1964-4 June 1965
GRADE:	None
FOR THE DI	RECTOR OF TRAINING:
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Attachments:	
Certificate of Roster of Pail X Training Rep	of Satisfactory/Successful Completion of Completion rticipants out by Institution out by Student
	GROUP I excluded from automatic downgrading and declassification
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AIR WAR COLLEGE 'Air University United States Air Force Maxwell Air Force Base, Alabama 36112

ATTN: SVI

AWCA

8 June 1965

SUMBATE

Training Reports

Director of Personnel
Ceneral Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. EROCK

Lt Colonel, USAF

Director of Administration

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1. TR, Mr. Copuland

2. TR, Mr. McCord

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CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED TO TRAINING THROUGH NON-CIA FACILITIES

Agency to t	raining in	Air War College (Course)	at
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	(N	ame of Facility)	
eginning_	August 1965	and ending	Juna 1965
agree to t	he following tern	ns and conditions:	
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this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)
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(Type W. HcCord
(Type Name)

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(Signature)

(Type Name)

(Date)

9 MAY 1954

Dear Jin:

Ly tour of duty in Headquarters, United Sates Army, Europe will terminate in late I ay when I leave Europe to undertake new duties in Washington, D. C. I y association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum, effectiveness. I indful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Mary James

Ty future relationships with your associates will always reflect a y admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,

Brig Gen US Provost arshal USA

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Office of Special Investigations
Office of the Deputy Director (USAFE)
APO 332, US Forces



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908/601/

1 0 JUN 1964

10. Mr. Gordon M. Stewart
Coordinator and Special Advisor
OCA, AMCONGEN
APO 757, US Forces

Dear Mr. Stewart

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in USAFE will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely

Colonel, USAF

Deputy Director (USAFE)

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HEADOUARTERS 513TH INTELLIGENCE CORPS GROUP

Office of the Commanding Officer APO 757 US Forces

AEUMC-SD

5 June 1964

SUBJECT: Letter of Appreciation

TO:

Mr. James W. McCord

United States Army Area Security Component

APO 757, US Forces

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the 513th Intelligence Corps Group for your splendid cooperation with this organization.

- 2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.
- 3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.

PAUL R. LUTJENS
Colonel, AIS
Commanding

HEADDUAPHES UNITED STATES ARMY SECURITY AGENCY EUROPE OFFICE OF THE CHIEF

APQ 757 .

IAEINT-I

8 June 1964

SUBJECT: Letter of Appreciation

TO:

Mr. James W. McCord, Jr. Chief, Security USAASC APO 757, US Forces

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

- 2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus comenting their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.
- 3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.
- 4. The fine cooperation you have extended to personnel in my S2 Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

JAMES H. KELLER Colonel, AIS Chief

FOR-OFFICIAL-USE ONLY

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Subject has rendered outstanding performance while assigned
to the German Station. His preference to return for an additional
two years after home leave is accepted with great pleasure.
Full consideration should also be given in the future for
his request to attend the National War College.
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CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May

to 25 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CERTIFICATE

This is to certify that James W. McCord

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April to 11 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON. D.C.

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence

 Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my

 permanent post of duty, unless said tour is sooner terminated by the

 Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITHESS:

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Date: 1 42

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I 2 - 20 April 62

80 hours, full-time, Phase II 23 April - 4 May 62

10 Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grado: G6-15

Office

: 08

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnal in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems partinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*)—shows—the-rating this student—received.—The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

MAJOR CATEGORIES

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	PHASE 1	UNSAT	SAT	EXCELLENT
1.	Tradecraft - Recognition of elementary principles.	0	2	6
2.	Casing - Written observation of an assigned site.	C	2	6
3.	Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4.	Personal Heeting - Carrying out student's plan.	. 0	l _k	14
5.	Contact Report - Written report of clandestine personal meeting.	0	2	6
6.	Operational Support Procedures - General knowl- edge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
	PHASE II			
١,	Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	Ó	2	8
2.	Proparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3.	Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4.	Foreign Travel - Currency Conversion and Comple- tion of Travel Voucher.	0	4	6
5.	Familiarization with Class B Accounting and Preparation of Records.	. 0	0	10
6.	Clandestine Services Headquarters and Field Sup- port Procedures.	1	lş .	5
	COMMENTS			

COMMENTS

Student cancelled per Registrar/Training, 29 March 1962.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

2/ 18-May 1962

<u>S-E-C-R-E-T</u>

#3

CONFIDENTIAL (Astronomy Filled In)

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TRAINERS REPORT

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COURSE OF FECTIVE - CONTENT AND IN PROD

This course helps prepare personnel and their adult dependents for residence thatel in the general area and country of destination. Included are a briefing on "the Americans stroad Problem," its implications for the imividual employee or dependent and the agency, practical advice for encoessful personal adjustment to average problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes ones for affective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the builted States and descriptions of the people, their institutions, and current living conditions. The course offers because, panel discussions, films, slide commentations, and selected readings for a recommended program of self-study. Impleyees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in this course.

POR THE DIRECTOR O. THAISING:

Chief Instructor

ANTHONY M. LEWIS

L. June 1962

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Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.

Upon receipt of information, 2 July 1958, that a member of the Soviet Foreign Office in Moscow had mentioned to one of the American Embassy staff members that the Soviets had knowledge of the crew of the missing C-lld, Mr. McCord was appointed head of a team of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-ll8 in case they were released.

At Wiesbaden, acting upon policy guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity or incidents which might reveal Central Intelligence Agency interest in the highly sensitive nature of the plane's flight.

when the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the debriefing of the crew. He briefed the crew members regarding their conduct before the press. He also assisted in the plans for the return of the crew members to Washington, all of which entailed around-the-clock work.

Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.

The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.

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Summary memorandum excerpt from report dated 1 November 1953	\$1444748E
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_1_November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overmight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Ehrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brarmon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Cormission of Soviet officials at the Baku MVD Readquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

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Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache:

Cn 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CLA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alort its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that hight from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Cormany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crow as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon, as Commander of the CIA Air Support Operations in Europe, was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

peasants on landing and was later turned back to him by the Soviet—Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the detriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the MYD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men abourd were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will assectate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 = 9,000 pages when completed, are being distributed to the CI Staff and

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 - 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly Brannon's address book, and failed to break the crewmen through interrogation.
 - The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.
 - The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.
 - 4. No incriminating information or material was immediately recovered from the burned aircraft.
 - 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 - 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

- 7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
- 8. Sufficient pressures were exercised by Agency, State, Air Force, and Zzecutive action when the Soviets to effect the release of the crew-as-swed-as-possible....
- 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
- 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standmint which can be gathered from experiences of these creamen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A: All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

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- C. Steps were taken immediately by the German-Station afterthe downing of the C-113 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U.S. The three CIA crewmen are being returned to duty with the Air Force from the Agency.
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

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5. I HAVE NO READING ABILITY IN THE LANGUAGE.		
CTION B. Writing (41)		
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CONTINUE ON REVERSE SIDE SECRET

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CONTINUATION OF PART II-LANGUAGE ELEMENTS
SECTION 2. Speaking (43)
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4. I WANAGE TO GET ALONG IN THE WOST COMMON STITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)
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4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE FO-FACE AND ON THE TELEPHONE! I UNDERSTAND SOME OF WHAT I HEAM ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
S. I AU NOT ABLE TO UNGERSTAND THE SPEACE LANGUAGE.
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)
1. I HAVE MAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
A NUME OF THE ABOVE STATEMENTS APPLY.
PART IV-CERTIFICATION
I CERTIFY THAT THE INFORMATION CIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY ANORLEOGE AND BELSEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTINANCE ASSOCIATION TO ME ELIGIBLE UNDER THE TERMS OF BECAUTION NO. 23-115. PAR. ICEAL. I UNDERSTAND THAT I WOST PASS AN ORICITISE LANGUAGE PROFICENCY THE TERMS OF BECAUT ELIGIBLE FOR AN ASSO, AND THAT INDESPECTING OF THE DATE OF TESTING, ANNUAL MIGHTINANCE AWARDS WILL BE CHARLESTED OF THE INNIVIRGIAR. DATE OF COMPLETING THIS FORM. 1. SIGNED.
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CERTIFICATE

I concur in t	he Meserve assignmen	t of _	Ja	mos W. McCord,	Jr.
Captain (Grade)	A0 2 099 263	with	this	(:lamo) organization.	In the
event of partial o military service.	r full mobilization,	he wil	Li be	made available	for activ

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: 12 Jan 1956

Cartain, Infantry : Militation Training Officer:



CENTRAL INTELLIGENCE AGENCY

BHINGTON 28, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT:

Notification of Membership in the Career Staff

- 1.. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Noted:

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JAMES W. NCCORD, JR.

27 August 1951

14 September 1951

FOR THE

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CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

Ervin W. Scient &

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SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient.

Use a continuation sheet, if necessary, to adequately describe your duties.

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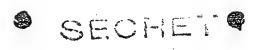
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EC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first .-

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LANGUAGE	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		,		Residence	etc.)	Academic Study
11-2130						_	_	+			
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of any published materials of which you we	etc, fiction: novels,	short stories, etc.
nonó	re author or co-aut)	or.
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SEC IV INVENIOUS		
SEC. IX. INVENTIONS	•	•
Describe any devices you have invented as to and whether patented.	o type of work for w	hich intended
		intended
Device		Patented
110.30	(I) Yes	
		(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No
SEC. X. TESTS (Within present organization	475	
Describe below the type of tests which you ha	n)	
Type of Test	ve taken,	
	·	Date Taken
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SEC VI BUNGE		
SEC. XI. PHYSICAL HANDICAPS		
List any physical handicaps you may have.		
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EC. XII. OVERSEAS ASSIGNMENT		
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(1) 2 year Tour y (2) 4 year Tour year (3)	overseas?	
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EC. XIII. WORK ASSIGNMENT		
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SEC. X	IV. MILITARY	STATUS					
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PORM #0. 37-79 MAY 1980 37-79

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

_Dato ___22_August_1951

Doar Mr. McCord:

1. This is to notify you that the United States Government as represented by the Central Litelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: \$5400 per annum

- 2. You will be:
- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof;
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total puriod of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.
- 4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign lottors of appointment

I accept the above agreement as a condition of my employment by CIA.

Employed Walter Mi Earl Jr.

23 (mg. of 1951

Form No. 51-105 June 1948 14 00000

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before awearing to these appointment affidavits, you should read and understand the

([Peynthesis of estury]	(Dures or division)	Une e of employment)
I, Jones Balter McCord, Jr.		vientaly swear (or affirm) that
A. OATH OF OFFICE	,	that (si annin) that
I will support and defend the Constitution domestic; that I will bear true faith and without any mental reservation or purpose duties of the office on which I am about to	allegiance to the same of evasion: that I w	e: that I take this obligation freely
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY	AND AFFILIATION	
I am not a Communist or Fascist. I that advocates the overthrow of the Governmenstitutional means or seeking by force Constitution of the United States. I do f I become a member of such organization of Government.	Timent of the United is or violence to deny of inther swear (or effective)	States by force or violence or other states persons their rights under the
C. AFFIDAVIT AS TO STRIKING AGAINST THE	FEDERAL COVERNIZA	: YT
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D. AFFIDAVIT AS TO PURCHASE AND SALE Of I have not paid, or offered or promised the firm or corporation for the use of influence to	to pay, any money be	cties thing of value to any person,
E. AFFIDAVIT AS TO DECLARATION OF APFO: The answers given in the Declaration correct.		reverse of this form are true and
22 August 1951		
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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444). "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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PERSONAL HISTORY STATEMENT

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	BY NATURALIZATION C	FETIFIC	ATE NO	• •	ici.n.	DV	
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	HAVE YOU HAD A PRE	vious n	TELECOITA	Y?			
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	E.IF BORN OUTSIDE U. S. WHEN DID YO	U FIRST ARRI	VE IN THIS COUNTRY	111
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SEC.	2. PHYSICAL DESCRIPTION		لے	timbre, carrette, inches an regales.
	AGE SEX 1520	HEIGHT	Silola weren	m 120
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	BUILD CONTROL OTHER DISTING	UISHING FEA	TURES110110	
Sec.	3. MARITAL STATUS	. 1		
; · .	A. SINGLE MARRIED	DIVORCEE)	tin.
	STATE DATE, PLACE, AND REASON FOR ALL SEPARA	ATIONS, Divogaza	S OR ANNULSIENTS	-110:16
	B. WIFE OR HUSBAND (IF YOU HAVE BEEN MENTS-USE A SEPARATE SHEET FOR FOI BELOW FOR ALL PREVIOUS MARRIAGES.)	MARRIED MO	RE THAN ONCE—INCL R HUSBAND GIVING DA	UDING ANNUL
	NAME OF SPOUSE SUPPLY (First)			
	OCCUPANTAL MANAGEMENT OF STREET	ing While go	Willen 1824. 20	വിദ
	. HIS (OR HER) ADDRESS BEFORE MARRIAG	E Equipe . C.	Lauren Perm	
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•	LAST	EMPLOYER I	inivorativ or (i	ale) (Country)
,	EMPLOYER'S OR RUSINESS ADDRESS	a Marana and Marana and Marana	builder. Calic	wala
	MILITARY SERVICE FROM 1020 TO	BRA	NCH OF SERVICE	(Country)
	DETAILS	OF OTHER G	OVT. SERVICE IL O A	I HODGIGS
	Secretary necess, U.S. mr. 44	Porce C	ential class	hend,
			- 0.44 .(E)	18 - 1329 54 - 1

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Sec.	4. CHILDREN OR DEPENDENTS (Include partial dependents):
	L NAME BOTO, TO CONTRICTED OCION RELATIONSHIPAGE
• .	CITIZENSHIP ADDRESS
	2. NAME AGE _: AGE _:
	CITIZENSHIP ADDRESS (St. and Number) (City) (Rise) (Country)
	8. NAMEAGE
Bandhawa, W	CITIZENSHIP ADDRESS (Rand Number) (Gty) (Base) (Country)
Sec.	5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet
	FULL NAME JUDGE CALLON (Middle) Colored 32a (Last)
	LIVING OR DECEASED 1/4×400 DATE OF DECEASE
	PRESENT, OR LAST, ADDRESS DON (3) 10:10:10 10:50 UA
	DATE OF BIRTH 12/12/22 PLACE OF BIRTH 12/12/2013 Country)
	IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY
	CITIZENSHIP U. D. WHEN ACQUIRED? STANDIA WHERE? (Sep) (State) (Country)
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	EMPLOYER'S OR OWN BUSINESS ADDRESS (BL and Number) (GID) (Bullet) (Guater)
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	COUNTRY DETAILS OF OTHER GOVT, SERVICE, U. S. OB FOREIGN
	11:2 ho
SEC. 6	3. MOTHER (Give the same information for stepmother on a separate sheet)
	PULL NAME 15:0010 200 (Middle) (Middle)
	LIVING OR DECEASED 14943C DATE OF DECEASE CAUSE
	PRESENT, OR LAST, ADDRESS DOC 230 Triomid-10 Cos Uda
	DATE OF BIRTH 3/9/07 PLACE OF BIRTH COLOURS, Toule, U.A.
	CITIZENSHIP U.S. WHEN ACQUIRED? BING: WHERE? COMMENT
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NAME OF THE PERSON OF	2	And the second s	*******************************	******
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	7. BROTHERS AND BESTERS (Includi	ing half-, step-, and	d adopted brothers in	ud sisters) :
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	(Flegt)	(Middle)	LARCHOTICE	AGE17
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	(Hi. and Number)	(00)	tale) (Counter)	
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SEC. 8.	FATHER-IN-LAW			
•	Total P	•		
	FULL NAME AUGUST	(nono)	e. ·	
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SEC.	. 9. MOTHER-IN-LAW	·,	
	FULL NAME Saprile 3	·	Doney
	(First)	(Mi-bile)	(Last)
	LIVING OR DECEASED 12727 ADDATE	OF DECEASE	CAUSE
			t, Leigen, County)
	DATE OF BIRTH 1/12 PLACE OF		
	IF BORN OUTSIDE U. S. INDICATE DATE		•
	CITIZENSHIP US WHEN ACQUIR	RED? Dirti WHE	RE* (City) (State) (Country)
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SEC.	10. RELATIVES BY BLOOD, MARRIAGE O OR WHO ARE NOT CITIZENS OF THE U	R ADOPTION, WHO F UNITED STATES:	EITHER LIVE ABROAD
	1. NAME 130'30	RELATIONSHIP	AGE
	CITIZENSHIP ADDRES	SS(St. and Number) (City) (State) (Country)
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	8. NAME	RELATIONSHIP	AGE
	CITIZENSHIP ADDRES	S (St. and Number) (City)	(State) (Country)
Sec.	11. RELATIVES BY BLOOD OR MARRIAGI THE U.S. OR OF A FOREIGN GOVERNM		OR CIVIL SERVICE OF
· 	I. NAME DONG	RELATIONSHIP	AGE
	ALTERNA ALTERNA		
	CITEZENSHIP	(St. and Number) (City)	(State) (Country),
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	2. NAME	., RELATIONSHIP	
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	B. NAME	. RELATIONSHIP	AGE
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	TYPE AND LOCATION OF SERVICE (IF KNO	W.S.)	provide the second seco
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SEC. 12. POSITION DATA

	A. KIND OF POSITION APPLIED FOR
	A. KIND OF POSITION APPLIED FOR
	R. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: \$ CALLED COMP. (You Will Not Be Considered For Any Position With A Lower Entrance Salary.)
	C. IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY
	PREQUENTLY CONSTANTLY
	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.
	ANYWHERE IN THE UNITED STATES
	E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:
c. 1	3. EDUCATION .
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	CHIEF GRADUATE COLLEGE SUBJECTS

	(Rank) (Pates of Service)
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	REMARKS:
	SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS AUGULA, Touca
	if deferred give reason Clubolliod V-A
	INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS NO BODY WATER VOLUME AND AND SUPPOSE CREATER
EC.	15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
	FROM 2/51 TO PROSONG GLASSIFICATION GRADE MA
	EMPLOYING FIRM OR AGENCY 501.0
·	ADDRESS 820 Pacific ivo, Alamada, California Una (Stand Sumber) (Country)
	KIND OF BUSINESS CPCG1 0 TIL NAME OF SUPERVISOR ILL
	TITLE OF JOB EMPLOY SALARY \$ 6000 PER A MELETI
-	YOUR DUTIES - Install evodit systems for fotall business firms
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17	, GENERAL QUALIFICATIONS
	A.FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," 0 "FLUENT")
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	B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH;
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	CHAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION: Trained on Madio Jechnician in FMI, copuble of operating short-myo radio by voice or e.w., encoding or decoding
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SEC. 21. FINANCIAL BACKGROUND A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY: 107	IF NOT, STATE SOURCES
g Pro- Lary ret Poulos Bus, ADD, OIGH Teoffie	
Alocardor Olijaryl: Bus. Abb. 320 P.c1210 W	
20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESID (Give residence and business addresses where possible.) Street and Number 1. Street and Number 1. Bus. ADD. The Street and Number	City State
RES. ADD. 2007 Salado	
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Thomas Clifton Bus, add, Box 267 Res. Add, Bus 260	ioll, Torrio
Street and Number Bus. ADD SWELL Pouto, R RES. ADD.	City State Lo. Hondo, Tomas
SZC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLand business addresses where possible.)	OYERS-(Give residence
Dr. C. C. H cyley nus. Add. Opn. Harbs	and Invloy.
W. C. Partin Bus ADE/O Doctor Dt. RES. ADD. Forms	•
s C. C. Colorrell Bus ADD C/O Veterans Res. ADD C. Forner dus	Nouning ville, Laiv.
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Street and Number, Dr. Goo Dophyslifto Bus. App. 23 1-22nd 115. RES. App. 247 Depolation	
Sec. 18. GIVE FIVE CHARACTER REFERENCESIN THE U. SMATELY-(Give residence and business addresses where possibly	e.)

	C. HAVE YOU EVER BEES IN, OR PE GIVE PARTICULARS, INCLUDES			bboddgudy - Tryngfferiot er er
	D. GIVE THERE CREDIT REPERENCE IN NAME PARTIES OF THE PARTIES OF T	ES-IN THE E.S. Q., ADDRESS CO	od Stanton (City)	Milichy Cilif.
	2. NAME No Go CHOSCII. Co	Abdress 20	C. mai Dronding	y, Calchand, Cal.
	a. NAME GOLDO, ELC. MOCLARDIA.	So address 25		an, Calling, Cal
SEC.	22. RESIDENCES FOR THE PAST 15	YEARS	or or it to require more on an englance	and the second s
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	rном 11/145 то 9/145	(Et and nomber)	Towns or S. (State)	(Country)
	FROM .27/:3 TO .11/:	(Bt, and Single bes)	1627. (Mate)	tfeantry s
Sec.	23. RESIDENCE OR TRAVEL OUTSID	E OF THE UNI	TED STATES	A THE PARTY OF THE
	A. FROM 4/1/19 to 4/19/19	Carrie meters,	Cortoo V	ac. (Lon
	FROM TO	(City on mertion)	(Constry)	(Purpos)
	FROM TO	(1). 27 to anothers	(Country)	(Purpas)
	FROM TO	(Cara veries)	(Country)	(Purpos)
	FROM	effity of motions	(family)	; Purpose
ec.	24. CLUBS, SOCIETIES, AND OTHER O	FEEL CANTAGES		CONTRACT OF A STATE OF A
iec,	LIST NAMES AND ADDRESSES OF ALL PLOYEE GROUPS, ORGANIZATIONS OF A OF, ANY ORGANIZATION HAVING HEAD WHICH YOU BELONG OR HAVE BELONG	. CLUBS, BOCIETIE ANY KIND (INCLU DQUARTERS OR BE GLD:	A, PEOFESSIONAL S DE MEMBERSHIP IN ASCE IN A FOREIGN	COUNTRY) TO
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	6. (Name and Chapter)	tit, and Humbers	tf ³ tps	(State)	(Country)		
	DATES OF MEMBERSHIP	* ******* ****** ******* ******			***************************************		
	7. (Name and Chapter)	###, and Number !	(6)()	#Htate)	(Country)		
tapa m	DATES OF MEMBERSHIP			e			
Sec.	25. MISCELLANEOUS						
	A, DO YOU ADVOCATE OR EVER BEEN A MEMBER O ZATION WHICH ADVOCA ERNMENT IN THE UNIT	DE, OR HAVE YOU'S TES THE OVERTHI	ADVOCATED; OR A PHANTED, ANY I ROW OF OUR COS	ARE YOU NOW (POLITICAL PART STITUTIONAL E	OR HAVE YOU 'Y OR ORGANI 'ORM OF GOV		
	IF "YES," EXPLAIN:		***** *********************************				
	*** **** * ** *************************		* .	************			
	B. DO YOU USE, OR JELYE Y						
	C. HAVE YOU EVER BEEN						
	LAW OTHER THAN A MIN STATE, COUNTRY, NATUL	OR TRAFFIC VIOLA	TION? IF 80, ST	ATE NAME OF			
,	*,\$49,144,1075			*********************	****************		
	D. HAVE YOU EVER BEEN C IF ANSWER IS "YES," GIV	OURT-MARTIALED					

	E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR PAPELOXMENT SINGE 1995-15 5192						
	· · · · · · · · · · · · · · · · · · ·	. a. civil ma	avica Carris	sion	*****		
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•	F. IF. TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:
	Policed Augus of Inventity biles, agret, 1946
£-16.81	
SEC.	26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:
	NAME Sauch Buth Reford Relationship 1990
, and the second	ADDRESS 829 Pacific .vomto Alamoda C. 1100 mia trusta (Country)
SEC.	27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.
	ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE, IF NOT, ANSWER "NO."
SEC.	28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.
	SIGNED AT Alemode, C. 15 Cornia DATE Noy 10, 1991
	Sand Heed medand James Walter Mis Ford in
BER O	HE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER FOR EXTRA PAGES THE SIGN YOUR NAME AT THE END OF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SIZE AS THESE AND SIGN FACH SIGN PAGE.



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TO : Chief, 63

Director of Security

Director of Personnel

FROM : Chief. Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. Molord, Jr.

- 1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 27 May 63
- 2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.
- 3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Staff (2411 "I" Bldg., Ext. 3021) be

FOR THE CHIEF, COMMUNICATIONS:

Chief, Protective Branch

Distribution:

1 - Chief, CC 1 - Security Office (Briefing Statement attached)

1 - Personnel Office

1 - OC-S/PROT File

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SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Humber: 52049

TO : Chief, Employees Division

Special Support Staff

FROM :

satetyi Crity Crists

Chief, Special Security Division

SUBJECT: McCOkD, James Walter, Jr.

1. Note "I" below:

X Security approval is granted subject for access to classified information.

- Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.
- Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.
- 3. Subject is an applicant for a position in I & S.

HOSERT H. CUNNINGHAM

CORPLOCADOR

FORM NO. 38-101

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